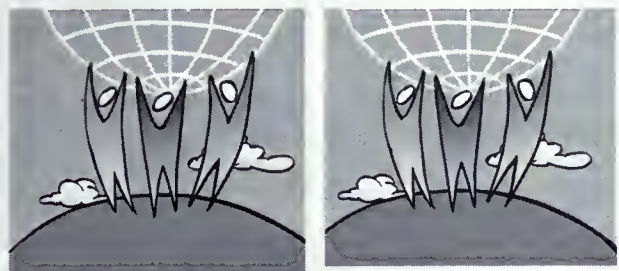


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Volume 2, Issue 8

MONTANA STATE LIBRARY

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August 2002



“Determining Working Time Under the FLSA”

90-minute Interactive Audio Conference, Wednesday September 4, 2002, 12:00 Noon, MDT, Helena, MT
“No Charge”

What constitutes “work” under the Fair Labor Standards Act. Roundtable discussion with MDT Civil Rights Bureau personnel to follow audio conference. Please send RSVP to Rebecca.

MONTANA DBE PROGRAM

Darren Kaihlanen, DBE Program Manager
dkaihlanen@state.mt.us (406) 444-9229

Debbie Riemann, DBE Program Specialist
driemann@state.mt.us (406) 444-6337

Rebecca L. Johnson, DBE Supportive Services Manager
rejohnson@state.mt.us (800) 883-5811, (406) 444-7287

Vicky Koch, Civil Rights Bureau Chief
vkoch@state.mt.us (406) 444-6335

Office Location/Address: 2701 Prospect Avenue/PO Box 201001, Helena, MT 59620-1001, (406) 444-6331, Fax (406) 444-7685 TTY (800) 335-7592
Visit us on-line at www.mdt.state.mt.us and click on Civil Rights Bureau

August 22nd Bid Letting
Remember MDT August 22nd Bid Letting is at Big Sky, MT, Huntley Lodge Convention Center.



Alden and Rebecca Beard, BETA
Beard Environmental and Technical Assistance, Elliston, MT

Express Your Opinion

Send an e-mail message to your Montana Legislator. Go to
http://leg.state.mt.us/online_publications/laws/57th/legname.htm (Click on Legislator Information for e-mail addresses and MT Legislative District map to locate representatives).

INSIDE THIS ISSUE

1	Employer Workshop, Contact MT Legislator
2	EEO Scenario, Workspace Flow, Wage Rates
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6	MT Contracting Opportunities
7	Invitation for Bids

"Guess what I heard..."

"Greta, how's it going?" Parker asks Greta Johnson, an administrative assistant who is staring sullenly at an empty coffee pot. "Is that empty again?" Parker asks, screwing up her nose.

"Frankly, I'm a little confused," Greta answers, arms akimbo.

"I know. Me too!" Parker smiles as she searches through the cabinets for some half-decent coffee grounds. "You'd think just once I'd come in here and find that someone else had made a fresh pot!"

"Not that," Greta replies testily. "I'm confused about why you approved Kathy's request to shift to an alternate schedule and not mine. You told me it was against Department policy to arbitrarily allow people shift their work schedules. Why does Kathy get to work a different schedule, but not me?" She screws her eyes up and flashes a menacing smile.

EEOC's ADVICE

Parker recalls that Kathy Richards, an administrative assistant for the Department is allowed to work an alternate schedule and an accommodation for respiratory problems. Parker also remembers that the ADA prohibits the disclosure of confidential medical records. If she follows the EEOC's recommendations in its reasonable enforcement guidance, she will tell Greta either that:

"The Department has a policy of assisting any worker who encounters difficulties in the workplace and we are acting consistently with that policy"; or "Many workplace issues encountered by employees are personal. In these circumstances, the Department respects the worker's privacy if you needed to ask the Department for some kind of workplace change for personal reasons."

Which answer should Parker choose?

DIPLOMATIC APPROACH

When faced with inquiries about why employees on leave as a reasonable accommodation are not working during staffing shortages, the typical response is that "we are doing the best we can with what we have to do". The disgruntled employee also is reminded "we can't discuss another individual with you. You wouldn't want us to discuss you with anyone else."

If the employee is still dissatisfied, they are told that Civil Rights "is happy to discuss any work concern that you have", emphasizing that any ensuing discussion would be about that employee's own job, not other workers.

Civil Rights professionals are familiar with the awkward position of not being able to disclose confidential information. We cannot say why someone was terminated, not hired or disciplined, so Civil Rights is "geared to deal with inappropriate questions "about accommodated workers".

The Department "can be more successful as an employer if it is a good communicator and consistent." If workers are informed regularly such as in Department newsletters that the agency is respectful of employees and their right to privacy and accommodations, there is greater understanding among co-workers when someone is on leave or needs some other accommodation. It is better to take a proactive role than defensive posture. If you have a tough question that you either need answered or cannot answer yourself and need assistance, please contact the Civil Rights Bureau at (406) 444-6331 (voice) or (406) 444-7696 (TTY).

MT Department of Labor and Industry

MT Building Construction, Heavy and Highway Prevailing Wage Rates are effective August 1, 2002 and can be found on the Internet at

<http://rad.dli.state.mt.us/pw/default.asp>
(Printable publication available in PDF)

Please contact Bob Schleicher at 800-541-3904 or bschleicher@state.mt.us with questions.

Quote of the Month

Success usually comes to those who are too busy to be looking for it

David Henry Thoreau (1817-1862)

Here's how to make your workspace "flow" better

Head off the paper blizzard by scrapping your in-box and attaching a wide plastic wall pocket to your door. That way, you can trash, forward or file documents before they have a chance to clutter your desk.

Clear your desk by placing a vertical file holder on one corner. Put highest-priority materials in front folders, lower-priority work in the back. File away or trash routine reports and background material.

Dedicate one side of your desk to urgent work and the other for work that's not time-sensitive. Or keep half of your desk free of clutter, so you can plunge into right-now work at any time without having to clear a space.

LEARNING OPPORTUNITIES

Federal Contracting Opportunity Workshop, Wednesday, August 21, 2002, Silver Wolf Casino, Wolf Point, MT, 8:30am-5:00pm, Information on upcoming contract opportunities available at Malmstrom Air Force Base and other program information. Utilizing electronic data for marketing and searching for contract opportunities. Information on MDT DBE certification and contracting information. Technical assistance to Native American businesses. 800-462-2433 ext 224, 225, 230 or ncaiedely@aol.com

13TH ANNUAL EQUIPMENT OPERATOR TRAINING WORKSHOP, Montana Expo Park, Great Falls, September 4-5, 2002, Excavator Training, Forklift Certification, Snowplow Training, Hands-On Training for Motor Grader, Snowplow, Backhoe, and Loader. Registration is \$90 (\$40 for Training and \$50 for Snow Rodeo on September 5th). To register, call LTAP office at 800-541-6671 or 406-994-6100.

Grant Writing Workshop, Monday, August 19-20, 2002, 8:00am, Havre, MT MSU-Northern Campus, 406-265-3526, Melody Bents, mbentz@msun.edu A workshop featuring the fundamentals of grant writing. space is limited to 1st 30 paid participants.

DOT and Non-DOT Drug & Alcohol Compliance: Reasonable Suspicion, Monday, August 19, 2002 in Billings, August 20, 2002 in Bozeman, August 21, 2002 in Missoula, August 22, 2002 Great Falls, 9:00am-4:00pm, Billings, MT 406-248-6178, acarrillo@associatedemployers.org, A 1-day seminar exploring current regulation & how to properly comply with both DOT & Non-DOT, it also provides for mandated reasonable suspicion training. Education credits provided.

Assistance for Business Clinic, Wednesday, August 21, 2002 7:30am-5:00pm, Billings, MT MSU-Billings/Library Room 148, 406-657-2203, \$30. September 11, 2002, 7:30am-5:00pm, Lewistown, MT, Yogo, Inn 406-222-0520. \$40. The clinic provides employers & business owners with up-to-date information on employment & tax laws, services available at the Work Force Centers, explanations on law requirements, & help in filling out required forms for your business.

CPR/First Aid, Monday, August 26, 2002, Billings, MT 1:00-5:00pm, 406-248-6178 acarrillo@associatedemployers.org A 1/2-day seminar presenting adult CPR, use of micro-shield barriers, basics of blood borne pathogens, scene size-up, & emergency first aid. Education credits provided. On-site training is available upon request.

How to Design Attention-Grabbing Brochures, Catalogs, Ads, Newsletters, Reports, Tuesday August 27, 2002, Missoula, August 28, 2002 Helena, 800-873-7545, www.skillpath.com, \$149. Group rate offered: \$139 each for 4 or more. A one-day workshop on learning fundamental graphic design skills & techniques you can use with any desktop publishing system.

Forklift Instructor Course (Train the Trainer), Tuesday, August 27, 2002, 9:00am-12:00pm, Billings, MT 406-248-6178, acarrillo@associatedemployers.org A 1/2-day seminar focusing on OSHA's final rule of Powered Industrial Truck (PIT) operation training. On-site training is available upon request.

Hazard Communication, Tuesday, September 3, 2002, 1:00-4:00pm, Billings, MT 406-248-6178, acarrillo@associatedemployers.org A 1/2-day seminar designed to develop managers & supervisors to understand the fundamentals in safety management & hazard communication. On-site training is available upon request

Defensive Driving, Monday, September 9, 2002, 1:00-4:00pm, Billings, Mt 406-248-6178, acarrillo@associatedemployers.org A 1/2-day seminar featuring the characteristics of a safe driver, how to prevent collisions, & learn practical driving procedures. On-site training is available upon request.

Employment Law, Tuesday, September 10, 2002, 9:00am-4:00pm, Billings, MT 406-248-6178, acarrillo@associatedemployers.org A 1-day seminar develops participants understanding of recent changes or modifications of the laws that impact every decision, policy, & practice involving employees of their organizations, & much more. Education credits provided.

The 2002 Conference for Women, September 10-11 Helena, September 9-10 Billings, September 11-12 Bozeman, \$149-\$248 for one or two-day attendance. Focus on polishing your skills, recognizing your strengths and strategizing your future. www.natsem.com or 800-682-5078.

JULY 2002 HIGHWAY CONSTRUCTION PROJECT BID OPENING RESULTS

Thursday, July 25th was the bid opening for July 2002 bid letting. The apparent low bidders (not awarded) are:

<u>Project</u>	<u>Apparent Low</u>	<u>Bid</u>
STPHS 0002(617)	United Rentals Hwy Technologies	\$ 41,511
1993 D2/D3 Signing - Electrical		
NH 5-3(82)113	Riverside Contracting, Inc.	\$1,290,518
North Main - Kalispell & US 93		
NH 8-2(60)43	Helena Sand & Gravel, Inc.	\$ 532,279
Last Chance to Prospect - Helena		
STPP 43-1(23)0	Century Companies, Inc.	\$ 966,215
Main Street North - Lewistown		
STPS-BR 234-1(7)9	Riverside Contracting, Inc.	\$5,690,494
14 km South of Havre - South		
BR 243-1(7)20	Sletten Construction Company	\$1,863,412
Bridge Replacement - N of Saco		
BR 335-1(12)13	Sletten Construction Company	\$1,232,464
Cedar Creek - 20 km South of Glendive		
BH 9025(33)	Sletten Construction Company	\$1,061,094
Dearborn River - 20km South of Augusta		

Advertisement

NEW... Foreman's Computerized Timecard

This **Foreman's Computerized Time Card** is especially designed for Highway Contractors where the Foreman records and submits the crew and/or equipment time to the home office. It is an Excel Workbook, is easy to learn and easy to use.

Some of the Features:

- Reduce Foreman's paperwork significantly-gain a half-hour per day
- Get Daily Diary, Production Data, Equipment utilization
- Quicker & Better Work Item Costs, direct from the Forman
- 7:00 AM E-mail has Management Information from every Job
- Eliminate re-entry into Payroll and Accounting
- Identify Extra Work earlier - Collect for all work performed
- Archive data for Claim Documentation
- Leverage use of Excel on the Job—Metric>English Conversion, etc.

For a free demo disc and/or a no obligation demonstration in your office or over the phone, E-mail: NormHuber@Bidinfo.net or call: 800-320-7652, Bid-Market Consultants Inc., Omaha, NE and ask for Norm Huber.

DBE Reimbursement Program (\$600 total for the year)

Can you use these funds for?

New Answering or FAX Machine Purchase	YES
Upgrade Old Computer	YES
Company Picnic	NO
Company Brochures/Business Cards	YES
Snacks for Staff Meeting	NO
Internet or Web Site Service	YES
Speaker Fees for In-House Training	YES
Gift for Employee's Birthday	NO
Fees for Plans/Proposals	YES
Signs for Business	YES

Use these funds to help your company grow. The reimbursement Form is on MDT Civil Rights web site or call Rebecca for the form.



Kenneth and Leonard Espinosa, E² Concrete, Miles City, MT

State of the Surety Insurance Industry 2001

Written by Peter Hammett, Parker, Smith & Feek

There was a time when qualifying for surety credit was not a major problem for most contractors. It was said that those who could get a surety bond, where those who didn't need one. Now things are starting to swing back the other way, and surety credit is going to become more difficult to obtain. Contractors are going to have to spend more time and energy on relationships with their surety bonding agents and underwriters.

Contractors will be asked for more and better financial and business operations information. There will be increased pressures for contractors to establish formal banking lines of credit, greater requirement for quarterly reports of work-in-progress, and higher quality CPA-prepared financial documentation. It will be more difficult to get releases on personal guarantees. There will be more questions about project scheduling and about the people responsible for project management.

Surety credit is becoming more difficult to arrange. For the well-managed construction companies, this should mean less competition from unqualified contractors.

Now is the time to look at all your internal business systems and see if there are areas that could be improved. Talk to your accounting personnel and your CPA to see where you should make changes. Take a hard look at who in your organization is available and capable to take on upcoming projects. Key management people are in great demand. Make sure your people are well trained and motivated to take on the tough projects. Most importantly, do not take on more work than you can reasonably handle. If you are heading into a busy work schedule, make sure all your operations are planned out with respect to cash flow, management, and scheduling to make it all work. Construction companies invariably get into trouble by over committing. Be careful not to overextend your organization's capabilities.

The Current State of Bonding 2002

Written by: Mary L. Faure, The Bond Shop, Inc.

Not that much needs to be added to Mr. Hammett's thoughts about bonding today in 2002. Surety credit is more difficult to obtain. Many sureties are "thinning" out accounts that do not generate enough bond premium. Net losses, negative working capital, deficit working capital are all things that used to be tolerated on a limited or explained basis, but not today. How is it that some firms are getting bonding and others are not? My answer to this question is easy: they know their company in and out.

When I review a package that comes to me looking for bonding, here is where I feel some small business owners fall short. They sometimes cannot answer the questions posed regarding their business or their financial statements. If you sit back and think about it, what would you think of an owner or shareholder who couldn't answer simple questions about their business. Here are some tips when applying for bonding that should help you attain the bonding credit that you need:

- Complete the paperwork that was required of you.
- When it asks for phone and fax numbers, give them both. We use those to verify jobs and suppliers.
- Put a cover letter with your submission explaining anything that might cause a "red flag". If you have credit problems, explain them and supply documentation whenever necessary. If you have working capital problems, explain how you plan on cash flowing the jobs you want bonded. If you have been unhappy with your current surety, explain why. If there is a large loss on a job, explain it upfront, don't wait for us to ask.
- Include company brochure or pamphlet if one is available.
- Ask for and then include reference letters from your past jobs.
- Be able to answer questions regarding your financial numbers and statements.
- Keep your lines of communication open with your bonding agent.

Turning in a bonding package is a lot of work. There are forms to fill out and the task seems too much for some small businesses. I would like to encourage you to at least try. So many small business firms say they can't get bonding before they have even put out the effort. Unless there are severe past performance problems or serious credit issues or tax liens outstanding, you will most likely get your bonding approved, however, there may be strings attached in some cases.

Be prepared for underwriting conditions if your business financial statement is not strong. Currently some sureties require funds control/escrow on jobs and some are requiring collateral. There are also programs like USDOT and SBA which guaranty portion of the bonds to make the approval process easier. If you need to secure a bond with some collateral to get started in bonding, and that leads your company into a profitable state down the road, then it was well worth it. Surety bonding is a relationship. Surety bonding can grow your business. Surety bonding is attainable for those firms willing to put in the extra effort. Good luck.

MT Contracting Opportunities

Sawmill Fence, Divide MT BLM Butte Office -- Response Date: September 10, 2002 Items for this solicitation: Barbed Wire Fence, Barbed Wire Gate, Set Wood Post, Set Brace Rails, Fence Repair & Removal. Gordon B. Ross Purchasing Agent, phone: 4065337628 email:gordon_ross@blm.gov

Two Crow Fences-Montana BLM MONTANA STATE OFFICE Respond By: 09/13/2002 Contact Name: Lori Mading, Small Bus. Set-Aside, Phone: 4068965196 Fax Num: 4068965020 Email: lori_mading@mt.blm.gov -Furnishing labor, equipment, supplies, and materials to construct a four-wire fence (three strands of barbed wire with the bottom wire being smooth wire). The contractor will have 155 days to complete the project. The proposed award is 100% set aside for small business concerns.

BLM Valley Fences 2002 Response Date: September 10, 2002 Lewistown, Montana ELQ020014 091002
<<http://www.eps.gov/spg/DOI/BLM/NBC/ELQ020014/listing.html>>

Reroofing Project Indian Health Services Browning MT Response Date: August 21, 2002 This Request for Quotes is enacted to provide all labor, materials and equipment for the replacement of the 1937 section of the Blackfeet Hospital roof per the plans and specifications. NO FAXED PROPOSALS WILL BE ACCEPTED! All solicitation packages will be mailed out Wednesday, August 21, 2002. (406) 247-7063 or (406) 247-7064. Evelyn Lucero-Juneau, Contract Specialist, Phone 406.247.7063, Fax 406.247.7108, Email evelyn.juneau@mail.ihs.gov - Jay Windyboy, Contract Specialist, Phone 406.247.7064, Fax 406.247.7108, Email jay.windyboy@mail.ihs.gov

Paint Water Towers Malmstrom AFB, Great Falls, MT Work consists of providing all labor, equipment, materials, transportation, quality control and supervision necessary to Paint all or parts of three water towers, including lead paint removal, interior and exterior coating systems, exterior polyurethane insulation, replacing a water tower heating system and two new cathodic protection systems, located on Malmstrom AFB, MT. Request for Proposal will close on or about 28 Aug 02. The Performance period is 160 calendar days. Daniel Newell, Contract Administrator, Phone 406-731-4037, Fax 406-731-4005, Email daniel.newell@malmstrom.af.mil - Lawrence Eliason, Installation Excellence Flight Chief, Phone 406-731-4014, Fax 406-731-4005, Email larry.eliason@malmstrom.af.mil

Crack Sealing 4 Locations in the Lewistown Area MT Dept of Transportation Opens August 27, 2002 3:00pm 306675
<[ftp://ftp.mdt.state.mt.us/bids/306675rfq.pdf](http://ftp.mdt.state.mt.us/bids/306675rfq.pdf)>

Core Drill Parking Lot MT Dept of Transportation - Opens August 20, 2002 3:00pm Production and Laydown of Plant Mix Material Core Drill Parking Lot 306673 <[ftp://ftp.mdt.state.mt.us/bids/306673rfq.pdf](http://ftp.mdt.state.mt.us/bids/306673rfq.pdf)>

Bid for Excavator Piling in Northwestern Montana . Response Date: August 22, 2002 Department of Natural Resources and Conservation RFP# 035170 CSW Due Date August 22, 2002 , 2PM MDT To obtain an IFB package and specifications write to: Montana – DNRC ATTN: Jeff Williams P.O. Box 201601 Helena , MT 59620-1601 or call (406)444-6724.

BLM Coalbanks Site Work NDB020080- Response Date: August 28, 2002 NA Renovate an existing recreation site including remodeling a visitor contact station, constructing gravel trails, camp sites, relocating signs, constructing picnic shelters & information kiosks, extending a boat ramp. The project is located in Choteau County, MT. Please submit written requests for solicitation to the BLM NATIONAL BUSINESS CENTER BC664, BLDG 50, DFC, PO BOX 25047 DENVER CO 80225 or FAX requests to (303) 236-0590; include name, address, phone number and solicitation number. Gwen Moore Contracting Officer 3032369434 Gwen_Moore@blm.gov

Forest Service Design/Construct Crew Barracks Response Date: September 23, 2002 RFPR11202051 092302 Debbie Willett, Procurement Assistant, Phone 406-449-5201, Fax 406-449-5081, Email R1_HELENA_AQM@FS.FED.US Design and **construction** of two 10 bedroom (with 4 additional bedrooms as additives), crew quarter facilities at the Augusta Information Station and the Choteau administration site. The new crew quarters will be located in Choteau and Augusta, Montana. URL: <<http://www.eps.gov/spg/USDA/FS/03H6/RFPR11202051/listing.html>>

R1 Kootenai National Forest Service Libby District Roadway Improvement - Response Date: September 11, 2002 Roadway drainage improvement on Roads 4654 and 4654C. Work includes furnishing and installing 18" and 24" corrugated metal pipe and surface water deflectors, constructing drain dips, grading the roadway, and seeding disturbed areas. Estimated start work date is 6/15/03 with a completion date of 9/30/03. Jenny Votapka, Purchasing Agent, Phone 406-283-7684, Fax 406-283-7709, Email r1_kootenai_contracting@fs.fed.us - Jeanne Robertson, Contract Specialist, Phone 406-283-7618

Equipment Rental - Excavator and Dozer Work, Response Date: September 4, 2002 The Kootenai National Forest, Cabinet Ranger District, Sanders County, Montana, is soliciting quotations for equipment rental to perform road obliteration within the Cabinet Ranger District. Work consists of 500 hours of excavator work and approximately 70 hours of dozer work. Estimated start work date is 9/15/02, with 426 calendar days to complete the work. Jenny Votapka, Purchasing Agent, Phone 406-283-7684, Fax 406-283-7709, Email r1_kootenai_contracting@fs.fed.us - Jeanne Robertson, Contract Specialist, Phone 406-283-7618

Cave Gulch Road Restoration - Response Date: September 19, 2002 R-1 Helena National Forest Providing, hauling, and placing about 11,000 CY of 3/4" minus gravel on roads in the Cave Gulch fire area east of Helena, MT. Other work on the project includes removing and disposing of 50 trees and stumps, cleaning cattleguards, reconditioning about 13 miles of road, constructing about 50 drain dips, providing and placing 290 tons of magnesium chloride brine, removing and disposing of 13 culverts, and providing and installing 410 linear feet of 18" culverts. Debbie Willett, Procurement Assistant, Phone 406-449-5201, Fax 406-449-5081, Email R1_HELENA_AQM@FS.FED.US

MDT Highway Construction Projects Invitation for Bids

For the quickest and most complete information of these projects as they are advertised for bid, go to the web site <http://mdt.state.mt.us/contract/contract.htm> and click on Invitation for Bids. While the newsletter has notices posted, do not rely on this information alone.

Invitation for Bids, Letting of August 22, 2002 at Big Sky, MT

Sealed bids on the following projects will be received by the MDT-Highways Division, Contract Plans Section, Room 101, 2701 Prospect, Helena, MT until 12:00 noon on August 21, 2002, except project no. 3. Sealed bids may be hand delivered to MDT desk at Big Sky Huntley Lodge, Big Sky, MT from 8:30am to 9:00am on August 22, 2002. Bids proposals, plans, cross-sections, and full instructions to bidders are on file for examination, and may be obtained from the Contract Plans Section or go to web site <ftp://ftp.mdt.state.mt.us/contract/orderform.pdf> for order form. These documents may be requested by FAX (406) 444-7236, by mail or by calling (406) 444-6216, 6212 or 6215.

1. **D4-Culverts-South, Federal Aid Project No. STPP-NH-STPX 0002(506)** Drainage Improvements at thirteen locations on the D4 Culverts – South project in the Glendive Financial District in Custer, Rosebud and Carter Counties. DBE Contract Goal is 3%.
2. **Turnbay-Emigrant, Federal Aid Project No. NH 11-1(37) 31** Grading, gravel, plant mix bituminous surfacing and seal and cover on 0.9 kilometers of the Turnbay – Emigrant project on U.S. 89 in Park County. DBE Contract Goal is 3%.
3. **Musselshell-East & West, Federal Aid Project No. STPP 14-5(18) 189** *Note: September 26, 2002 Bid Letting* Grading, gravel and plant mix surfacing on 10.4 kilometers of the Musselshell-East & West road on US 12 in Musselshell County. DBE Contract Goal is 3%.
4. **Flaxville-East & West, Federal Aid Project No. STPP 22-1(7) 8** Grading, gravel, plant mix bituminous surfacing and seal and cover on 11.5 kilometers of the Flaxville-East and West project in Daniels County. DBE Contract Goal is 5%.
5. **Main Street-Twin Bridges, Federal Aid Project No. STPP 29-1(39) 42** Milling, plant mix bituminous overlay, seal and cover, and sidewalks on 1.6 kilometers of the Main Street – Twin Bridges project on Montana Route 41 and 287 in Madison County. DBE Contract Goal is 3%.
6. **Median Rail-Bozeman Pass, Federal Aid Project No. STPHS 90-6(96) 317** 424 meters of concrete median rail on the Median Rail – Bozeman Pass project in Gallatin County. DBE Contract Goal is 0%.
7. **Rock Creek-Red Lodge, Federal Aid Project No. BR 308-1(23) 0** Construction of a 22.0 meter prestressed concrete beam bridge and grading, aggregate surfacing, plant mix surfacing, seal and cover of approaches on 0.27 kilometers of the Rock Creek – Red Lodge project in Carbon County beginning at Station 0+06.53 and extends east to Station 2+80.19. DBE Contract Goal is 3%.
8. **Slope Flattening-North of Laurel, Federal Aid Project No. STPHS 532-1(4) 12** Slope flattening along 0.84 kilometers of the Slope Flattening – North of Laurel project on Secondary 532 in Yellowstone County. DBE Contract Goal is 4%.
9. **Montana Ave. Overpass-Billings, Federal Aid Project No. STPU 1020(15)** Structure rehabilitation on the Montana Avenue Overpass – Billings project. DBE Contract Goal is 0%.
10. **Billings District-Crush & Stockpile, State Project No. SMP 5699(03)** The crushing and stockpiling of material for five (5) maintenance stockpiles in the Billings District in Big horn and Yellowstone Counties. **MANDATORY BID CONFERENCE:** Tuesday August 13, 2002, 10:00 a.m., Crow Tero Office, Bacheeitch Ave., Crow Agency, MT 59022-0159. No DBE Contract Goals.
11. **Poplar River-Northwest of Scobey, Federal Aid Project No. BR 9010(11)** New 43.0 meter concrete prestressed girder structure and gravel approaches on the Poplar River – Northwest of Scobey project in Daniels County. DBE Contract Goal is 3%.
12. **McDonald Creek-SW of Grass Range, Federal Aid Project No. BR 9014(22)** Box culvert and approaches on .4 kilometer of McDonald Creek SW of Grass Range, a county road in Fergus County. DBE Contract Goal is 0%.
13. **Main Street – Boulder & Boulder River – South of Boulder Federal Aid Project No. STPP 69-1(17)38 & BR 69-1(18)37** Grading, gravel surfacing, plant mix bituminous surfacing, storm drain, curb and gutter and sidewalks on .998 km of the Main Street. 54 meter prestressed concrete girder structure, grading, gravel surfacing, plant mix bituminous surfacing on .213km of the Boulder River. DBE Contract Goal is 11%.

DBE Supportive Services , Civil Rights Bureau
MT Department of Transportation
PO Box 201001
Helena, MT 59620-1001
(406) 444-6331
TTY (800) 335-7592

ADDRESS CORRECTION REQUESTED

P...